

Idaho Division of Human Resources, October 1, 2003



Change in Employee Compensation Supplement

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Fiscal Year 2003

Profile of Classified and Non-classified Employees

	Classified	Non-classified
Number of Employees	12,754	6,298
Age	45.8 years	46.1 years
Length of Service	10.9 years	8.4 years
Annual Salary	\$33,891	\$47,238
Percent Ethnic Minorities	5.7 %	6.3 %

Excludes State Insurance Fund, Military Division, House, Senate, temporary and student employees.

General Idaho Statistics Compared to Other U.S. States

Idaho Population	1,341,131
Population Rank Out of 50 States	39

Source: U.S. Census Bureau site (<http://www.census.gov/population/>)

Report Summaries

Section 1 – Workforce Characteristics

Number of State Government Employees

This graph shows classified and non-classified State employment growth over the last 5 fiscal years.

Classified Employee Compa-Ratio by Agency

This report shows the average compa-ratio for each classified agency.

Classified Employee Compa-Ratio by Pay Grade

This report shows the average compa-ratio for each pay grade used for classified employees.

Classified Employee Average Annual Salary

This graph shows the average annual salary for classified employees over the last 5 fiscal years.

Classified Employees by Annual Salary

This graph shows which salary ranges have the most employees for the last 5 fiscal years.

Classified Employees by Age Groups

This graph shows the age categories and numbers of employees in those categories for the last 5 fiscal years.

Classified Employees by Aging Trends

This graph shows the age trends of classified employees over the last 5 fiscal years.

Section 2 – Workforce Trends

Turnover Analysis

This report shows the turnover rate of classified employees over the last 5 fiscal years

Separation of Classified Employees by Pay Grade

This report shows the percent of turnover in each pay grade used for classified employees over the last 5 fiscal years.

Classified Turnover by Occupation Group – FY 2002

This report and graph shows the percentage of classified employees within each occupational group.

Number of Classified Employees

This report shows the average number of classified employees in each agency for the last 5 fiscal years.

Classified Employees Turnover by Agency

This report shows the average percent of turnover of classified employees for the last 5 years.

Separation of Classified Employees by Agency

This report shows the separation categories and the number of classified employees that have separated for the last 5 years.

Section 3 – References

Pay Grade Structure (Pay Schedule)

Wage Analysis Benchmark Classifications

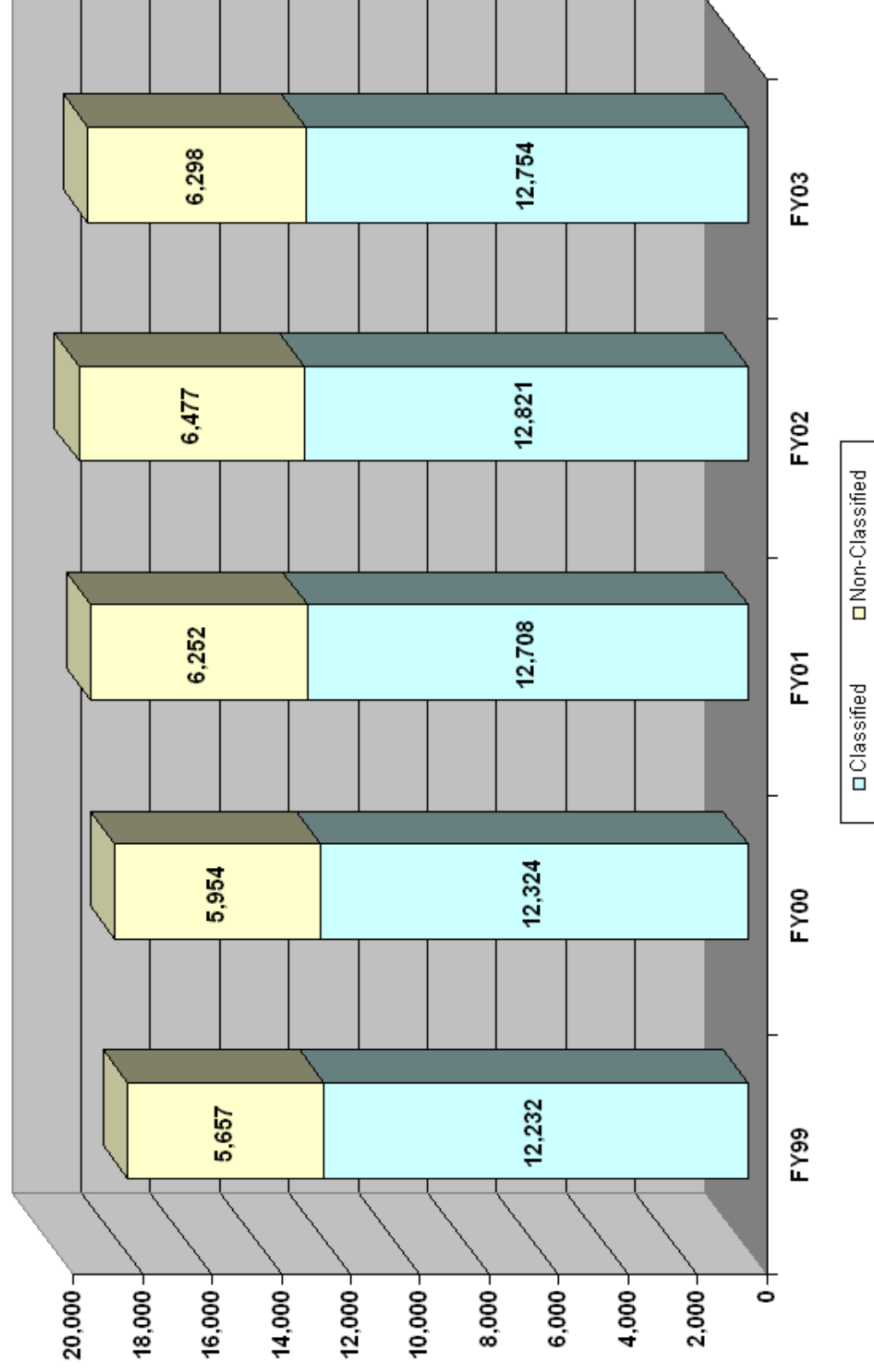
2003 Idaho Compensation and Benefits Survey

Synopsis of State Employee Salary Increases

Section One

Workforce Characteristics

Number of State Government Employees - August 2003



Classified Employee Compa-Ratio by Agency FY03

Agency	Compa-Ratio
Accountancy Bd	97.09%
Administration	90.28%
Agriculture	89.45%
Attorney General	104.52%
Blind Comm	89.69%
Boise State Univ	83.26%
Brand Inspector	83.74%
Building Safety	93.72%
Commerce	86.55%
Correction	83.34%
Deaf & Blind School	95.02%
Dentistry Bd	116.56%
Eastern Id Tech Coll	84.54%
Education Bd	87.84%
Engr & Surveyors Bd	105.19%
Environmental Quality	89.06%
Finance	99.91%
Financial Management	108.45%
Fish & Game	91.59%
Health & Welfare	90.11%
Health District 1	87.14%
Health District 2	87.57%
Health District 3	89.23%
Health District 4	98.26%
Health District 5	91.11%
Health District 6	84.24%
Health District 7	88.39%
Hispanic Affairs Comm	80.06%
Historical Society	90.34%
Human Resources	92.43%
Human Rights Comm	87.75%
Idaho State Univ	84.52%
Industrial Comm	84.87%
Insurance	92.13%
Investment Bd	104.73%
Juvenile Corrections	85.08%
Labor	90.23%
Lands	89.02%
Lava Hot Springs	85.66%
Lewis & Clark St Coll	86.47%
Liquor Dispensary	95.14%
Lottery Comm	94.41%

Classified Employee Compa-Ratio by Agency FY03

Agency	Compa-Ratio
Medicine Bd	87.18%
Nursing Bd	94.35%
Occupational License	87.51%
Office on Aging	89.34%
Outfit & Guides Bd	87.94%
Parks & Recreation	88.67%
PERSI	88.70%
Pharmacy Bd	97.72%
Prof-Tech Education	99.53%
Public Television	89.07%
Public Utilities Comm	91.92%
Racing Comm	98.34%
Real Estate Comm	87.18%
State Library	86.12%
State Police	95.90%
Supt of Public Instr	90.93%
Tax Appeals	93.95%
Tax Comm	87.45%
Transportation	91.87%
Veterans Services	87.09%
Veterinary Med Bd	74.87%
Vocational Rehab	85.59%
Water Resources	89.09%

Classified Employee Compa-Ratio by Pay Grade FY03

Pay Grade	Average Salary	Employees in Grade	Compa-Ratio
A	\$7.25	4	89.65%
B	\$7.73	233	86.45%
C	\$8.46	226	85.56%
D	\$9.65	298	87.60%
E	\$10.40	1,209	84.86%
F	\$12.10	1,777	87.90%
G	\$13.29	1,732	86.28%
H	\$15.00	781	86.68%
I	\$16.52	1,376	88.70%
J	\$17.99	1,604	89.05%
K	\$20.20	1,642	91.93%
L	\$22.21	773	92.44%
M	\$24.94	350	94.38%
N	\$26.61	378	94.64%
O	\$29.13	207	96.65%
P	\$32.10	127	98.94%
Q	\$36.60	21	104.22%
R	\$42.77	2	112.27%
X	\$66.21	14	109.91%

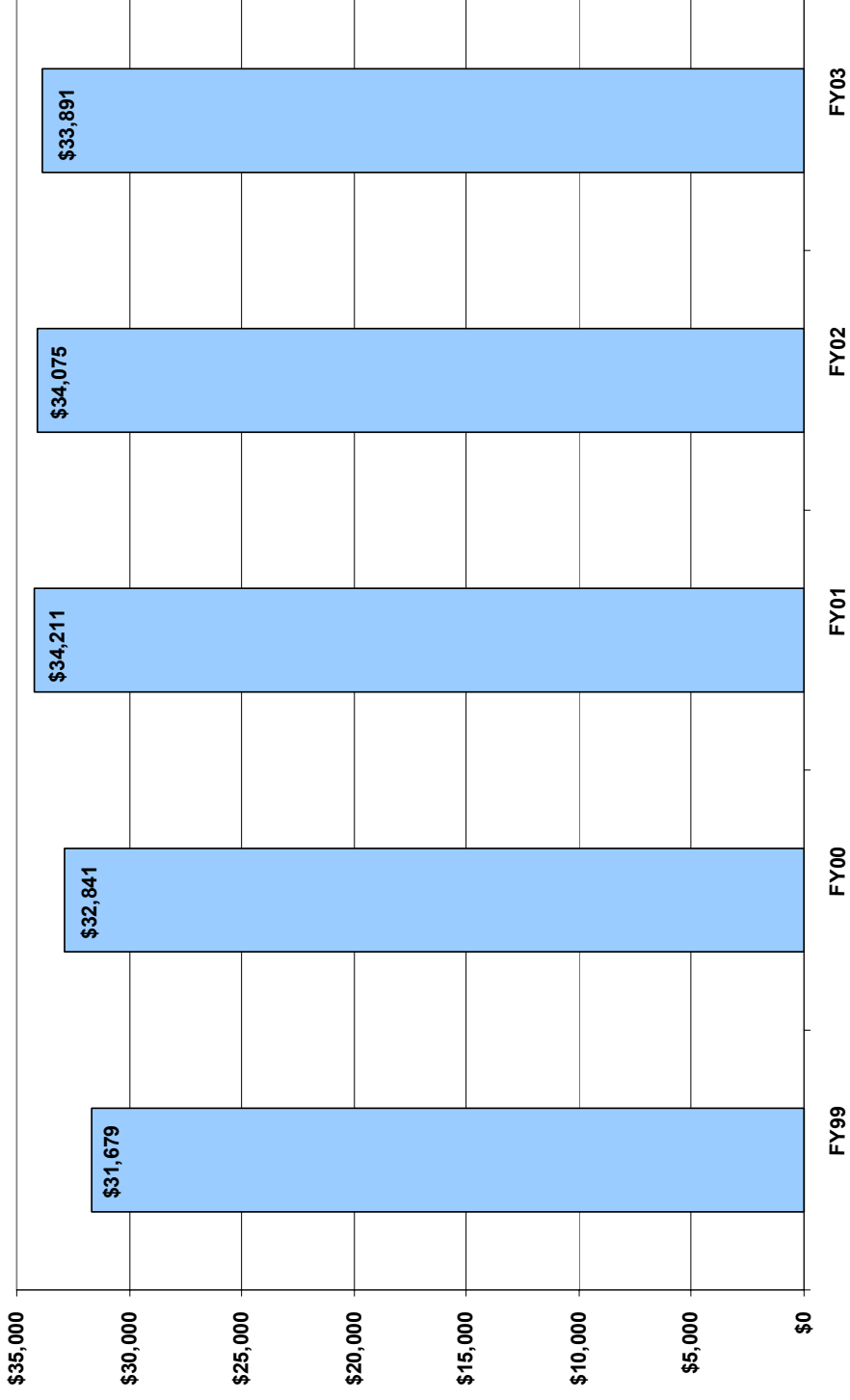
Average Compa-Ratio

88.95%

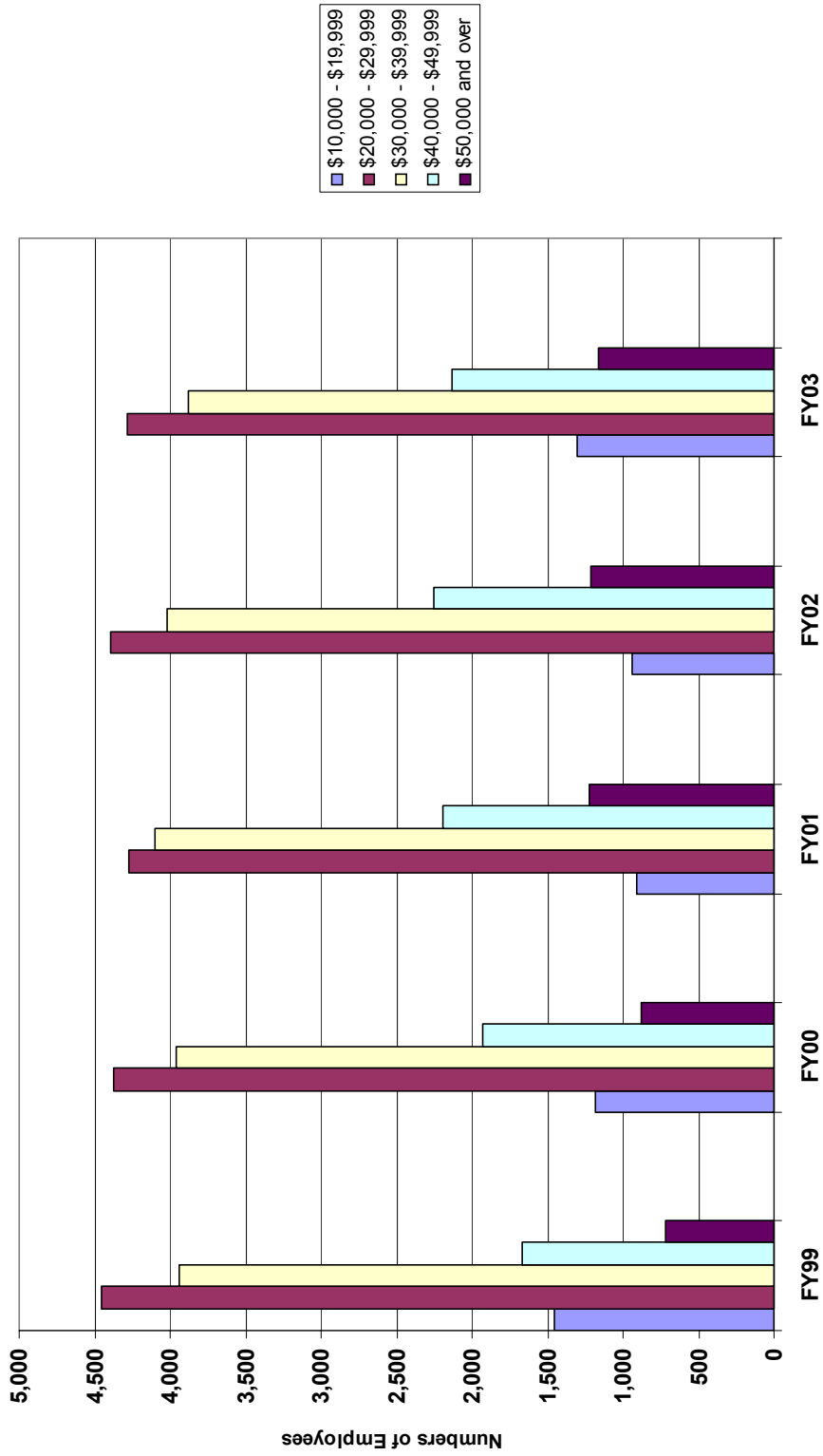
Total Employees

12,754

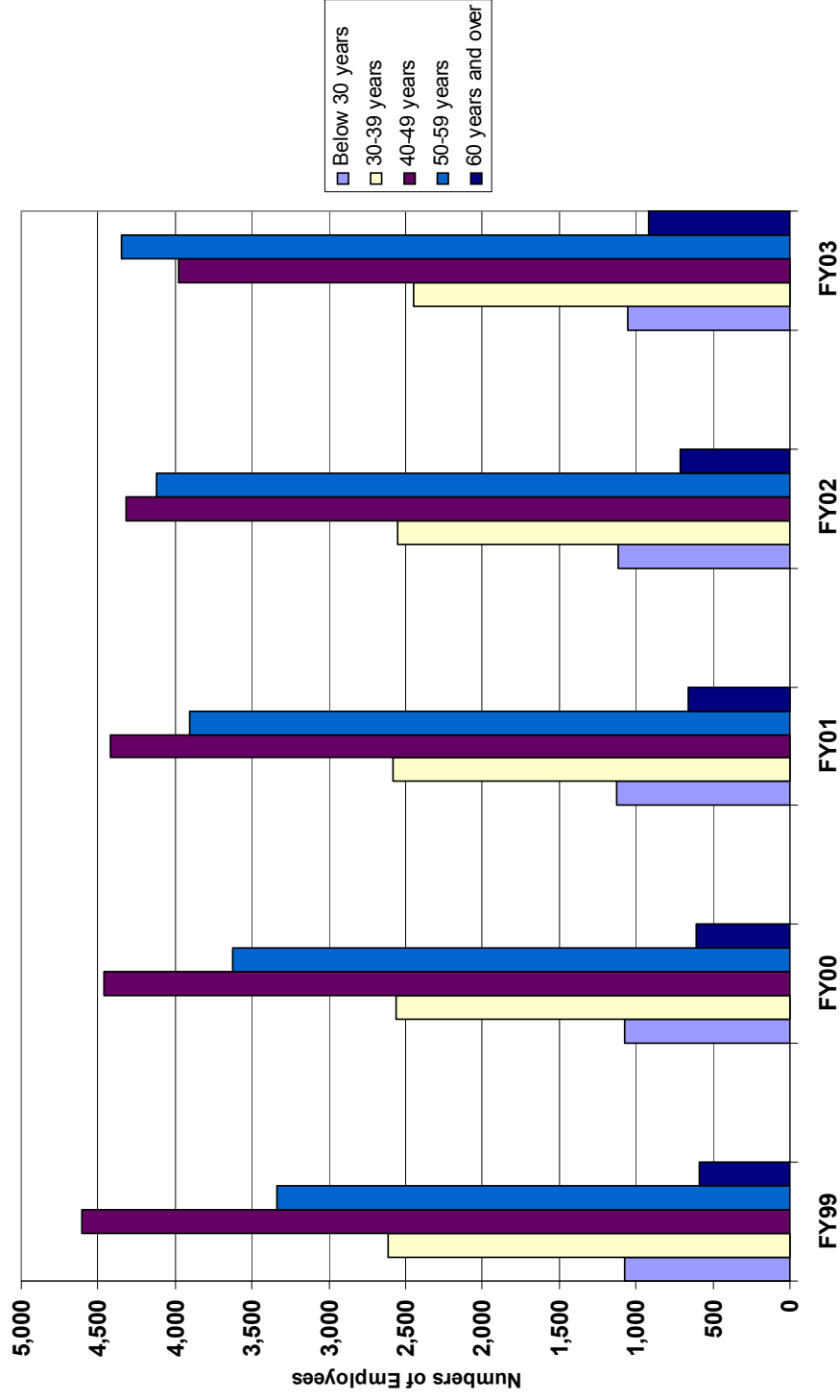
Classified Employees Average Annual Salary



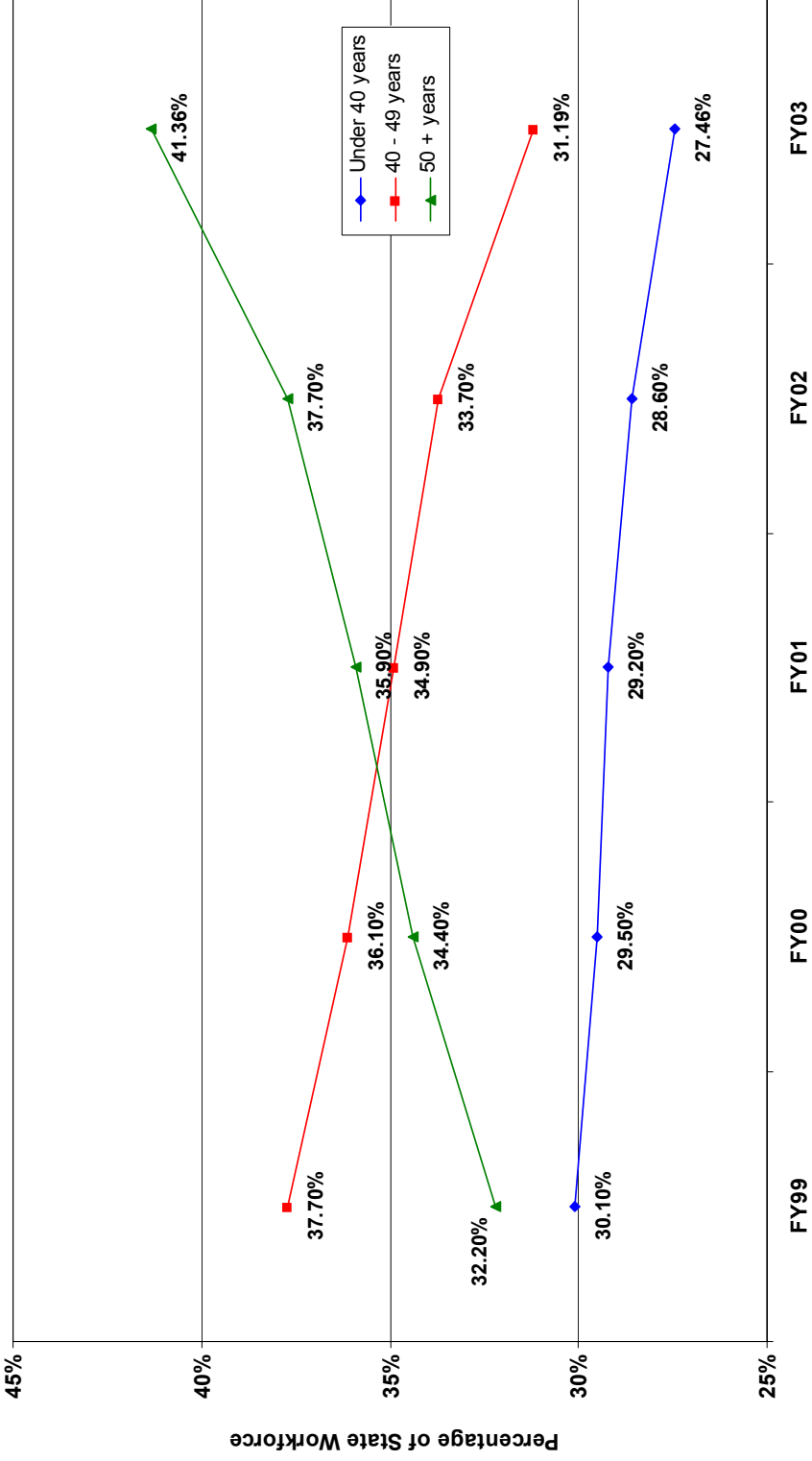
Classified Employees by Annual Salary



Classified Employees by Age Groups



Classified Employees by Aging Trends



Section Two

Workforce Trends

Turnover Analysis

Criteria for this section:

Data includes only classified employees.

Data for Division of Environmental Quality and Veterans Services begins June 10, 2000 (included in Health & Welfare previously).

Separations:

Terminations: Voluntary and involuntary terminations.

Retirements: Regular retirements and early retirements.

Layoffs: Reduction in force.

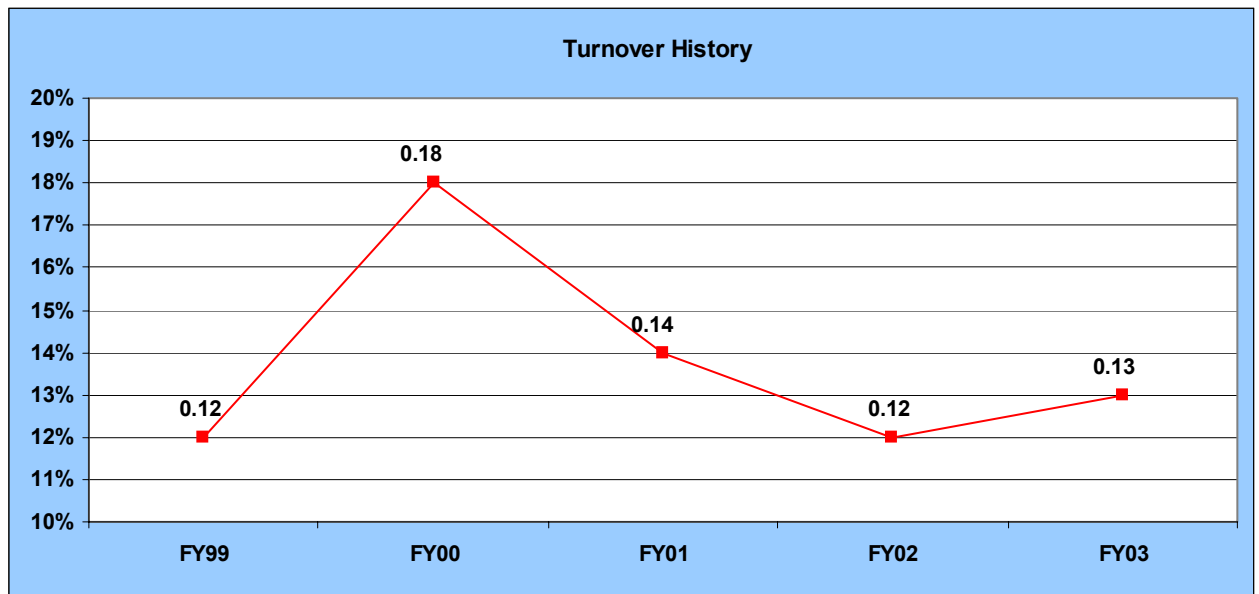
Transfers: Employees transferring to other State agencies.

Definition of Turnover Rate:

$$\text{Turnover} = \frac{\text{Separations} \times 100}{((\text{Begin Count} + \text{End Count})/2)}$$

Annotations:

- Separations: Total # of separations. Multiply by 100 percent to change decimal to percent.
- Average # of classified employees: ((Begin Count + End Count)/2)

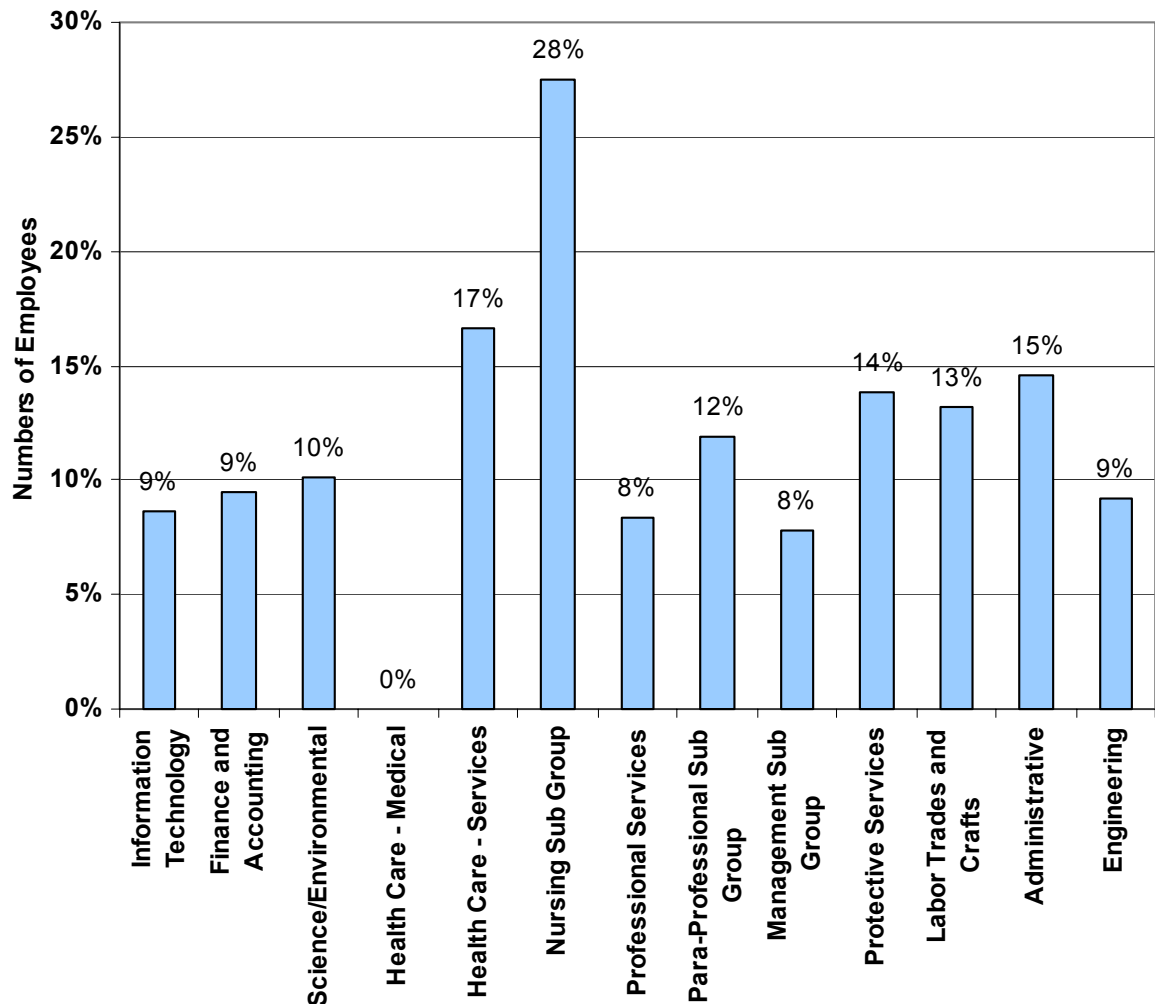


Separation of Classified Employees by Pay Grade FY03

Pay Grade	FY2003 Turnover %	FY2002 Turnover %	FY2001 Turnover %	FY2000 Turnover %
A	25%	44%	46%	105%
B	25%	23%	29%	42%
C	18%	28%	35%	38%
D	28%	33%	32%	55%
E	20%	20%	21%	25%
F	12%	11%	14%	13%
G	16%	15%	17%	19%
H	9%	8%	10%	12%
I	10%	8%	8%	10%
J	14%	12%	12%	14%
K	11%	9%	12%	16%
L	8%	9%	10%	23%
M	7%	7%	10%	14%
N	8%	6%	7%	29%
O	7%	10%	6%	14%
P	11%	14%	6%	12%
Q	9%	5%	5%	10%
R	0%	0%	75%	36%
S	100%	0%	0%	0%
T	0%	0%	0%	0%
U	0%	0%	0%	0%
V	0%	0%	0%	0%
W	0%	0%	0%	0%
X	0%	7%	14%	0%

Classified Employee Turnover by Occupational Group FY03

Occupational Group	# of Employees in Occupational Group	# of Separations in Occupational Group	% of Turnover
Information Technology	556	48	9%
Finance and Accounting	612	58	9%
Science/Environmental	326	33	10%
Health Care - Medical	14	0	0%
Health Care - Services	1,404	233	17%
Nursing Sub Group	483	133	28%
Professional Services	1,893	159	8%
Para-Professional Sub Group	1,039	124	12%
Management Sub Group	268	21	8%
Protective Services	1,317	182	14%
Labor Trades and Crafts	1,269	167	13%
Administrative	2,667	389	15%
Engineering	906	83	9%



Number of Classified Employees by Agency FY03

Agency	Average Number of Employees FY 2003	Average Number of Employees FY 2002	Average Number of Employees FY 2001	Average Number of Employees FY 2000	Average Number of Employees FY 1999
Accountancy Bd	3	3	3	3	3
Administration	144	149	147	141	140
Agriculture	181	181	175	165	160
Appellate Public Defender	0	0	0	0	0
Arts Comm	0	0	0	0	0
Athletic Comm	0	0	0	0	0
Attorney General	1	1	1	2	2
Blind Comm	40	42	42	40	39
Boise State University	630	640	644	601	589
Brand Inspector	37	36	32	33	34
Building Safety	109	109	110	97	93
Commerce	41	43	43	42	44
Controller	0	0	0	0	0
Correction	1,371	1,349	1,346	1,288	1,221
Correctional Industries	0	0	0	0	0
Deaf & Blind School	51	54	56	56	54
Dentistry Bd	1	1	1	1	1
Disability Determinations	0	51	47	41	38
Eastern Id Tech College	28	30	28	26	24
Education Bd	1	1	2	3	2
Engr & Surveyors Bd	2	2	2	2	2
Environmental Quality	338	352	335	325	N/A
Finance	39	41	40	40	39
Financial Management	8	8	9	11	12
Fish & Game	488	481	471	470	479
Geologist Bd	0	0	0	0	0
Governor	0	0	0	0	0
Health & Welfare	2,763	2,809	2,899	2,855	3,333
Health District I	140	140	141	140	151
Health District II	51	50	51	51	52
Health District III	90	92	93	101	103
Health District IV	126	124	129	131	133
Health District V	78	80	82	74	73
Health District VI	123	128	131	133	133
Health District VII	88	91	101	104	119
Hispanic Affairs	2	2	3	2	2
Historical Society	41	45	47	37	37
House	0	0	0	0	0
Human Resources	34	33	33	33	36
Human Rights Comm	12	12	11	10	10
Idaho Code Comm	0	0	0	0	0
Idaho State University	618	614	623	591	579
Industrial Comm	70	73	73	72	71
Insurance	61	58	55	51	50
Insurance Fund	0	0	0	0	0

Number of Classified Employees by Agency FY03

Agency	Average Number of Employees FY 2003	Average Number of Employees FY 2002	Average Number of Employees FY 2001	Average Number of Employees FY 2000	Average Number of Employees FY 1999
Investment Bd	2	2	2	2	2
Judicial Branch	0	0	0	0	0
Juvenile Corrections	329	328	293	259	233
Labor	590	536	537	512	502
Lands	231	228	226	232	228
Lava Hot Springs	8	8	8	7	6
Legislative Services	0	0	0	0	0
Lewis & Clark St College	109	109	104	102	98
Lieutenant Governor	0	0	0	0	0
Liquor Dispensary	150	148	146	142	140
Lottery Comm	14	14	12	13	13
Medicine Bd	8	8	8	6	7
Military Division	0	0	0	0	0
Nursing Bd	5	5	5	5	5
Occupational License	16	16	16	16	14
Office on Aging	13	12	12	11	12
Optometry Bd	0	0	0	0	0
Outfit & Guides Bd	5	5	5	4	4
Parks & Recreation	142	145	147	143	139
PERSI	59	59	55	42	43
Pharmacy Bd	8	8	9	8	6
Prof-Tech Education	15	15	16	16	17
Public Television	45	47	46	43	43
Public Utilities Comm	36	36	36	38	43
Racing Comm	2	2	2	2	2
Real Estate Comm	12	11	13	15	15
Secretary of State	0	0	0	0	0
Senate	0	0	0	0	0
Shorthand Report Bd	0	0	0	0	0
Species Conservation	0	0	0	0	0
State Library	40	42	41	44	44
State Police	457	465	462	438	430
Supt of Public Instruction	49	50	50	49	49
Tax Appeals	2	2	2	2	2
Tax Comm	376	385	396	401	372
Transportation	1,759	1,759	1,758	1,724	1,672
Treasurer	0	0	0	0	0
University of Idaho	0	0	0	0	0
Veterans Services	253	233	238	218	N/A
Veterinary Med Bd	1	1	1	1	1
Vocational Rehab	56	61	59	62	60
Water Resources	163	169	172	171	174
Women's Comm	0	0	0	0	0
Average Employees	12,753	12,834	12,883	12,500	12,234

Turnover of Classified Employees by Agency FY 2003

Agency	Average Number of Employees FY 2003	% of Turnover Fy 2003	% of Turnover Fy 2002	% of Turnover Fy 2001	% of Turnover Fy 2000	% of Turnover Fy 1999
Accountancy Bd	3	0%	0%	0%	100%	0%
Administration	144	4%	12%	15%	24%	21%
Agriculture	181	13%	9%	12%	9%	13%
Appellate Public Defender	0	0	0	0	0	0
Arts Comm	0	0	0	0	0	0
Athletic Comm	0	0	0	0	0	0
Attorney General	1	0%	0%	0%	0%	0%
Blind Comm	40	18%	7%	7%	20%	5%
Boise State University	630	17%	15%	18%	21%	16%
Brand Inspector	37	5%	8%	6%	18%	3%
Building Safety	109	14%	10%	7%	8%	12%
Commerce	41	24%	7%	12%	5%	7%
Controller	0	0	0	0	0	0
Correction	1,371	18%	14%	20%	20%	22%
Correctional Industries	0	0	0	0	0	0
Deaf & Blind School	51	14%	6%	2%	5%	4%
Dentistry Bd	1	0%	0%	0%	0%	0%
Disability Determinations	0	0%	14%	6%	10%	16%
Eastern Id Tech College	28	11%	17%	18%	42%	21%
Education Bd	1	0%	0%	50%	33%	0%
Engr & Surveyors Bd	2	50%	50%	0%	0%	0%
Environmental Quality	338	9%	6%	11%	1%	N/A
Finance	39	10%	5%	10%	5%	3%
Financial Management	8	0%	0%	11%	9%	17%
Fish & Game	488	5%	6%	8%	6%	7%
Geologist Bd	0	0	0	0	0	0
Governor	0	0	0	0	0	0
Health & Welfare	2,763	15%	15%	14%	18%	13%
Health District I	140	16%	19%	13%	17%	9%
Health District II	51	12%	14%	16%	18%	8%
Health District III	90	17%	25%	26%	33%	18%
Health District IV	126	17%	21%	16%	24%	14%
Health District V	78	15%	20%	6%	15%	19%
Health District VI	123	20%	21%	15%	17%	19%
Health District VII	88	6%	29%	19%	16%	25%
Hispanic Affairs	2	0%	100%	0%	50%	50%
Historical Society	41	12%	22%	6%	22%	19%
House	0	0	0	0	0	0
Human Resources	34	12%	15%	24%	18%	22%
Human Rights Comm	12	0%	0%	0%	20%	0%
Idaho Code Comm	0	0	0	0	0	0
Idaho State University	618	11%	12%	18%	15%	14%
Industrial Comm	70	16%	18%	11%	19%	17%
Insurance	61	12%	10%	15%	22%	16%
Insurance Fund	0	0	0	0	0	0

Agency	Average Number of Employees FY 2003	% of Turnover Fy 2003	% of Turnover Fy 2002	% of Turnover Fy 2001	% of Turnover Fy 2000	% of Turnover Fy 1999
Investment Bd	2	0%	0%	0%	0%	0%
Judicial Branch	0	0	0	0	0	0
Juvenile Corrections	329	16%	14%	16%	12%	12%
Labor	590	9%	7%	10%	10%	9%
Lands	231	4%	11%	10%	7%	5%
Lava Hot Springs	8	13%	0%	13%	14%	33%
Legislative Services	0	0	0	0	0	0
Lewis & Clark St College	109	11%	14%	16%	17%	12%
Lieutenant Governor	0	0	0	0	0	0
Liquor Dispensary	150	9%	13%	11%	9%	9%
Lottery Comm	14	0%	7%	25%	8%	31%
Medicine Bd	8	13%	0%	13%	33%	29%
Military Division	0	0	0	0	0	0
Nursing Bd	5	20%	20%	20%	20%	40%
Occupational License	16	26%	13%	19%	13%	21%
Office on Aging	13	0%	17%	33%	27%	25%
Optometry Bd	0	0	0	0	0	0
Outfit & Guides Bd	5	22%	20%	0%	50%	25%
Parks & Recreation	142	11%	12%	10%	13%	11%
PERSI	59	12%	5%	16%	5%	28%
Pharmacy Bd	8	0%	0%	22%	13%	33%
Prof-Tech Education	15	0%	7%	19%	6%	6%
Public Television	45	11%	17%	9%	12%	16%
Public Utilities Comm	36	8%	3%	6%	13%	19%
Racing Comm	2	0%	0%	0%	0%	0%
Real Estate Comm	12	0%	45%	23%	27%	7%
Secretary of State	0	0	0	0	0	0
Senate	0	0	0	0	0	0
Shorthand Report Bd	0	0	0	0	0	0
Species Conservation	0	0	0	0	0	0
State Library	40	15%	10%	12%	20%	16%
State Police	457	8%	9%	9%	7%	9%
Supt of Public Instruction	49	12%	10%	18%	6%	10%
Tax Appeals	2	0%	0%	0%	0%	100%
Tax Comm	376	11%	10%	14%	9%	9%
Transportation	1,759	8%	6%	8%	7%	6%
Treasurer	0	0	0	0	0	0
University of Idaho	0	0	0	0	0	0
Veterans Services	253	29%	32%	41%	2%	N/A
Veterinary Med Bd	1	200%	100%	0%	0%	0%
Vocational Rehab	56	25%	11%	19%	15%	15%
Water Resources	163	6%	9%	8%	9%	6%
Women's Comm	0	0	0	0	0	0

Average %	12,753	13%	12%	14%	18%	12%
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Separation of Classified Employees by Agency FY03

Agency	Terminations	Retirements	Layoffs	Transfers
Accountancy Bd	0	0	0	0
Administration	4	1	1	0
Agriculture	17	5	0	1
Appellate Public Defender	0	0	0	0
Arts Comm	0	0	0	0
Athletic Comm	0	0	0	0
Attorney General	0	0	0	0
Blind Comm	5	2	0	0
Boise State University	96	11	0	2
Brand Inspector	1	1	0	0
Building Safety	7	4	3	1
Commerce	7	1	0	2
Controller	0	0	0	0
Correction	191	27	20	8
Correctional Industries	0	0	0	0
Deaf & Blind School	3	4	0	0
Dentistry Bd	0	0	0	0
Eastern Id Tech College	3	0	0	0
Education Bd	0	0	0	0
Engr & Surveyors Bd	0	1	0	0
Environmental Quality	24	3	0	2
Finance	4	0	0	0
Financial Management	0	0	0	0
Fish & Game	14	9	1	2
Geologist Bd	0	0	0	0
Governor	0	0	0	0
Health & Welfare	318	60	35	12
Health District I	20	1	0	2
Health District II	6	0	0	0
Health District III	9	2	0	4
Health District IV	19	1	0	2
Health District V	8	2	1	1
Health District VI	21	1	1	1
Health District VII	4	1	0	0
Hispanic Affairs	0	0	0	0
Historical Society	4	1	0	0
House	0	0	0	0
Human Resources	2	1	0	1
Human Rights Comm	0	0	0	0
Idaho Code Comm	0	0	0	0
Idaho State University	55	11	0	1
Industrial Comm	5	3	0	3
Insurance	4	1	0	2
Insurance Fund	0	0	0	0
Investment Bd	0	0	0	0

Agency	Terminations	Retirements	Layoffs	Transfers
Judicial Branch	0	0	0	0
Juvenile Corrections	38	2	6	5
Labor	34	16	0	5
Lands	2	8	0	0
Lava Hot Springs	1	0	0	0
Legislative Services	0	0	0	0
Lewis & Clark St College	12	0	0	0
Lieutenant Governor	0	0	0	0
Liquor Dispensary	13	0	0	0
Lottery Comm	0	0	0	0
Medicine Bd	0	1	0	0
Military Division	0	0	0	0
Nursing Bd	1	0	0	0
Occupational License	2	2	0	0
Office on Aging	0	0	0	0
Optometry Bd	0	0	0	0
Outfit & Guides Bd	0	1	0	0
Parks & Recreation	11	1	2	1
PERSI	4	2	0	1
Pharmacy Bd	0	0	0	0
Prof-Tech Education	0	0	0	0
Public Television	5	0	0	0
Public Utilities Comm	2	1	0	0
Racing Comm	0	0	0	0
Real Estate Comm	0	0	0	0
Secretary of State	0	0	0	0
Senate	0	0	0	0
Shorthand Report Bd	0	0	0	0
Species Conservation	0	0	0	0
State Library	4	0	1	1
State Police	28	8	0	1
Supt of Public Instruction	4	0	0	2
Tax Appeals	0	0	0	0
Tax Comm	33	7	0	1
Transportation	88	52	1	8
Treasurer	0	0	0	0
University of Idaho	0	0	0	0
Veterans Services	68	0	1	4
Veterinary Med Bd	2	0	0	0
Vocational Rehab	9	3	0	2
Water Resources	4	4	0	1
Women's Comm	0	0	0	0
<u>Total</u>	<u>1,216</u>	<u>262</u>	<u>73</u>	<u>79</u>

Section Three

References

**Grade Structure
Effective 6/9/2002**

Pay Grade	Hay Points			Range		Range Advance	Annual Pay			Hourly Pay				
	Min	Mid		Spread	Minimum		Policy	Maximum	Minimum		Policy		Maximum	
			Max						Rate	% of Policy	Rate	% of Policy		
A		99	106	67%	11%		\$12,604	\$16,827	\$21,028	\$6.06	75%	\$8.09	125%	\$10.11
B	107	114	122	67%	11%		\$13,915	\$18,595	\$23,254	\$6.69	75%	\$8.94	125%	\$11.18
C	123	131	140	67%	11%		\$15,412	\$20,571	\$25,708	\$7.41	75%	\$9.89	125%	\$12.36
D	141	151	161	67%	11%		\$17,160	\$22,921	\$28,662	\$8.25	75%	\$11.02	125%	\$13.78
E	162	173	185	67%	12%		\$19,073	\$25,480	\$31,844	\$9.17	75%	\$12.25	125%	\$15.31
F	186	200	213	67%	12%		\$21,444	\$28,641	\$35,796	\$10.31	75%	\$13.77	125%	\$17.21
G	214	229	245	67%	12%		\$23,982	\$32,032	\$40,040	\$11.53	75%	\$15.40	125%	\$19.25
H	246	263	281	67%	8%		\$26,956	\$36,004	\$45,011	\$12.96	75%	\$17.31	125%	\$21.64
I	282	303	325	66%	8%		\$29,244	\$38,729	\$48,422	\$14.06	75%	\$18.62	125%	\$23.28
J	326	349	374	66%	9%		\$31,720	\$42,016	\$52,520	\$15.25	75%	\$20.20	125%	\$25.25
K	375	401	430	66%	9%		\$34,507	\$45,697	\$57,116	\$16.59	75%	\$21.97	125%	\$27.46
L	431	461	492	66%	10%		\$37,731	\$49,982	\$62,483	\$18.14	75%	\$24.03	125%	\$30.04
M	493	531	566	66%	6%		\$41,496	\$54,953	\$68,702	\$19.95	75%	\$26.42	125%	\$33.03
N	567	610	655	65%	7%		\$44,200	\$58,489	\$73,112	\$21.25	75%	\$28.12	125%	\$35.15
O	656	702	753	65%	8%		\$47,382	\$62,691	\$78,374	\$22.78	75%	\$30.14	125%	\$37.68
P	754	807	867	65%	8%		\$51,001	\$67,496	\$84,364	\$24.52	75%	\$32.45	125%	\$40.56
Q	868	928	997	65%	8%		\$55,203	\$73,049	\$91,312	\$26.54	75%	\$35.12	125%	\$43.90
R	998	1067	1146	65%	7%		\$59,841	\$79,227	\$99,028	\$28.77	75%	\$38.09	125%	\$47.61
S	1147	1227	1319	66%	7%		\$63,814	\$84,489	\$105,622	\$30.68	75%	\$40.62	125%	\$50.78
T	1320	1412	1516	65%	8%		\$68,411	\$90,563	\$113,214	\$32.89	75%	\$43.54	125%	\$54.43
U	1517	1623	1744	65%	8%		\$73,652	\$97,489	\$121,867	\$35.41	75%	\$46.87	125%	\$58.59
V	1745	1867	2006	65%	9%		\$79,705	\$105,518	\$131,892	\$38.32	75%	\$50.73	125%	\$63.41
W	2007	2147	2307	65%	9%		\$86,673	\$114,712	\$143,395	\$41.67	75%	\$55.15	125%	\$68.94
X	2308	2469		65%	0%		\$94,660	\$125,299	\$156,624	\$45.51	75%	\$60.24	125%	\$75.30

Wage Analysis Benchmark Classifications

Survey Key

4HR: 4HR Idaho Compensation and Benefits
 HAY GIM: Hay General Industry Management
 NWHCI: Northwest Health Care Industry
 CSCA: Central States Compensation Association

Class Code	Benchmark Class Title	Survey
1130	Account Collection Specialist	4HR
1235	Administrative Assistant 1	4HR
1231	Administrative Assistant 2	4HR
6794	Aircraft Mechanic	CSCA
7048	Analyst 5	HAY GIM
6500	Architect, Project	CSCA
4419	Bank Examiner, Senior Assistant	CSCA
943	Biologist, Wildlife Research Senior	CSCA
1536	Buyer	4HR
1538	Buyer, Senior	4HR
6534	Carpenter	4HR
7405	Chemist, Senior	CSCA
7203	Clinical Specialist	CSCA
6820	Clinician	NWHCI
5154	Compensation Policy Advisor, State	HAY GIM
863	Conservation Officer, Senior	CSCA
2182	Cook	NWHCI
9212	Correctional Officer	CSCA
9210	Correctional Sergeant	CSCA
9467	Counselor for the Blind	NWHCI
2010	Custodian	4HR
2008	Custodian Leadworker	4HR
1121	Customer Service Representative 1	4HR
1120	Customer Service Representative 2	4HR
7340	Dental Assistant, Expanded Function	NWHCI
7309	Dental Hygienist	NWHCI
7794	Developmental Disabilities Supervisor, ISSH	CSCA
7265	Developmental Disabilities Unit Manager, ISSH	CSCA
2186	Dietary Aide	NWHCI
2188	Dietary Aide, Senior	NWHCI
2148	Dietary Services Manager	NWHCI
2150	Dietitian, Clinical	NWHCI
9450	Disability Claims Adjudicator	CSCA
9284	Drug and Alcohol Rehabilitation Specialist	NWHCI
5228	Economist	CSCA
5226	Economist, Chief - DFM	HAY GIM
6538	Electrician	4HR
6720	Electronics Digital Equipment Specialist	CSCA
3710	Engineer, Manager 1	HAY GIM
3712	Engineer, Manager 2	HAY GIM
3714	Engineer, Manager 3	CSCA
3704	Engineer, Staff	CSCA
3706	Engineer, Technical 1	CSCA
3700	Engineer-In-Training	CSCA
7547	Environmental Health Specialist 2	CSCA

7549	Environmental Health Supervisor	CSCA
7232	Epidemiologist, Staff	CSCA
4242	Financial Manager	HAY GIM
4241	Financial Officer	CSCA
4246	Financial Specialist	4HR
4244	Financial Specialist, Principal	4HR
4245	Financial Specialist, Senior	4HR
4250	Financial Support Technician	4HR
4248	Financial Technician	4HR
4247	Financial Unit Supervisor	HAY GIM
8024	Fingerprint Technician, Senior	CSCA
2140	Food Service Supervisor	NWHCI
9256	Food Service Supervisor, Correction	CSCA
3304	Geologist, Engineering	CSCA
3690	Grants/Contracts Program Specialist	CSCA
2762	Graphics Design Specialist	4HR
3386	Health and Safety Specialist	CSCA
2355	Health Education Specialist	CSCA
7931	Health Facility Surveyor	CSCA
2225	Healthy Connections Representative	CSCA
2720	Historic Preservation Review Officer	CSCA
7248	Home Health Administrator	NWHCI
7680	Home Health Services Aide	NWHCI
5131	Human Resource Officer	CSCA
5141	Human Resource Specialist	4HR
5134	Human Resource Specialist, Senior	4HR
9421	Human Services Supervisor	CSCA
6616	HVAC Specialist	4HR
3328	Hydrologist, Staff	CSCA
8931	Insurance Analyst	CSCA
5241	International Trade Specialist	CSCA
7434	ISP Forensic Scientist 3	CSCA
8010	ISP Major	CSCA
8014	ISP Sergeant	CSCA
8015	ISP Specialist	CSCA
8016	ISP Trooper	CSCA
1624	IT Database Analyst	4HR
1625	IT Database Analyst, Associate	4HR
1623	IT Database Analyst, Senior	CSCA
1606	IT Information Services Manager, Senior	CSCA
1663	IT Information Systems Technician	4HR
1662	IT Information Systems Technician, Senior	4HR
1608	IT Manager	HAY GIM
1636	IT Network Analyst	4HR
1635	IT Network Analyst, Senior	4HR
1651	IT Production Services Supervisor	4HR
1619	IT Programmer Analyst	4HR
1620	IT Programmer Analyst, Associate	4HR
1618	IT Programmer Analyst, Senior	4HR
1652	IT Quality Assurance Analyst	HAY GIM
1610	IT Resource Manager	4HR
1665	IT Support Technician	CSCA
1617	IT Systems Analyst	4HR

1615	IT Systems Analyst, Supervising	CSCA
1642	IT Systems Integration Analyst, Associate	HAY GIM
1640	IT Systems Integration Analyst, Senior	HAY GIM
1655	IT Systems Operator	4HR
1656	IT Systems Operator, Associate	4HR
1632	IT Systems Programmer	4HR
1631	IT Systems Programmer, Senior	4HR
1630	IT Systems Programmer, Supervising	CSCA
1638	IT Systems Security Analyst	CSCA
8856	Job Service Consultant	CSCA
8854	Job Service Consultant, Senior	CSCA
8516	Labor Relations Supervisor - DLIS	CSCA
7426	Laboratory Technician	CSCA
3008	Land Surveyor, Transportation	CSCA
1070	Lands Resource Manager, Senior	CSCA
1061	Lands Resource Staff Specialist	CSCA
6684	Landscape Technician	4HR
5910	Legal Assistant	HAY GIM
2918	Librarian	CSCA
2902	Librarian, Associate State	CSCA
2929	Library Assistant 2	CSCA
6609	Maintenance and Operations Supervisor	4HR
6634	Maintenance Craftsman	CSCA
6632	Maintenance Craftsman, Senior	4HR
5272	Management Assistant	4HR
6347	Mechanic	CSCA
7421	Medical Technologist	CSCA
7410	Microbiologist, Senior	CSCA
2710	Museum Administrator	CSCA
7584	Nurse, Advanced Practice	NWHCI
7676	Nurse, Licensed Practical	NWHCI
7606	Nurse, Registered	NWHCI
7572	Nurse, Registered Manager	CSCA
7602	Nurse, Registered Manager - Institution	NWHCI
7574	Nurse, Registered Senior	CSCA
7610	Nursing Assistant, Certified	NWHCI
7600	Nursing Services Director	NWHCI
7705	Occupational Therapist	NWHCI
1100	Office Services Supervisor 1	4HR
1114	Office Specialist 1	4HR
1239	Office Specialist 2	4HR
980	P & R Manager 2	CSCA
6556	Painter	4HR
5159	Personnel Technician	4HR
7476	Pharmacist, Clinical	NWHCI
7474	Pharmacy Services Supervisor	NWHCI
5588	Photographer	CSCA
7614	Physical/Occupational Therapy Aide	NWHCI
7206	Physician, Psychiatric Specialty	CSCA
3666	Planner	CSCA
3679	Planner, Water Resource	CSCA
6550	Plumber	4HR
8552	Port-Of-Entry Inspector	CSCA

1420	Print Shop Production Foreman	4HR	
1422	Printing Offset Technician, Senior	4HR	
1424	Printing Reprographics Technician	4HR	
9356	Probation and Parole Officer, Senior	CSCA	
9355	Probation and Parole Section Supervisor	CSCA	
7779	Psychiatric Technician	CSCA	
9402	Psychology, Chief of	CSCA	
9424	Psychosocial Rehabilitation Specialist	CSCA	
5578	Public Information Officer	CSCA	
5580	Public Information Officer, Senior	HAY GIM	
5582	Public Information Specialist	HAY GIM	
1532	Purchasing Agent	HAY GIM	
7278	Quality Assurance Director	NWHCI	
7482	Radiologic Technologist	NWHCI	
1125	Receptionist	4HR	
9275	Rehabilitation Technician, DJC	CSCA	
9484	Religious Activities Coordinator	CSCA	
5451	Research Analyst	HAY GIM	
5449	Research Analyst, Senior	CSCA	
5440	Research and Analysis Bureau Chief	HAY GIM	
7725	Respiratory Therapist	NWHCI	
4678	Right-of-Way Agent	CSCA	
4675	Right-of-Way Agent, Senior	CSCA	
8957	Risk Management Analyst	4HR	
8952	Risk Management Loss Control Specialist	CSCA	
7034	Scientist 3	CSCA	
1932	Security Officer	4HR	
7000	Self-Reliance Specialist	CSCA	
7008	Self-Reliance Specialist, Principal	CSCA	
1548	Shipping and Receiving Materials Handler	4HR	
6800	Social Work, Chief of	NWHCI	
9423	Social Worker	NWHCI	
1067	Soil Scientist	CSCA	
7720	Speech and Language Pathologist	NWHCI	
6606	Statewide Facilities Manager	HAY GIM	
1540	Supply Operations Supervisor	4HR	
4338	Tax Auditor	CSCA	
4326	Tax Compliance Technician	CSCA	
4348	Taxpayer Services Representative	CSCA	
1104	Technical Records Specialist 1	4HR	
5566	Technical Writer	4HR	
4550	Telecommunication Supervisor, PUC	CSCA	
7763	Therapy Technician	CSCA	
5122	Training Specialist	4HR	
3638	Transportation Technician	CSCA	
3643	Transportation Technician Principal, Engineering	CSCA	
3642	Transportation Technician Principal, Maintenance	CSCA	CSCA
3641	Transportation Technician Senior	CSCA	
260	Veterinarian, Medical Officer	CSCA	
1700	Web Design Specialist	4HR	
1702	Web Developer	4HR	
1705	Web Master	4HR	

Participant Directory

Participating Organizations	NAICS	Industry	Geographic Area	Total Employment
Agri Beef	0115	Agriculture	SW, SE	122
Albertson's	0445	Food & Beverage	SW	5169
AMI Semiconductor	3344	Electronics Mfg.	SE	1007
Argonne Laboratory	541710	Prof/Sci/Tech. Services	SE	664
Blue Cross of Idaho	0524	Insurance	SW	624
Boise (Boise Cascade)	0322	Forest Prod. Manufacturing	SW, SE	1110
Building Materials Holding Corp. (BMC)	4233	Lumber/Const. Materials	SW	135
BYU-Idaho	611310	Educational Services	SE	1092
City of Boise	0999	Public Admin.	SW	983
CRI Advantage	541511	Prof/Sci/Tech. Services	SW	155
Delta Dental Plan of Idaho, Inc.	0524	Insurance	SW	27
DIRECTV	517510	Cable Prog. Distribution	SW	1326
Electronic Controls	335900	Electronics Mfg.	SW	141
Hansen Rice	2362	Nonres. Bld. Construction	SW	47
Healthwise	0611	Educational Services	SW	113
Hewlett-Packard	3341	Comp/Electr. Manufacturing	SW	3671
Holy Rosary Hospital	622110	Hospitals	SW	383
Idaho Housing & Fin.	52232	Financial	SW	131
Idaho Independent Bank	5221	Depository Credit Intermediation	SW, N	153
Idaho Power Co.	0221	Utilities	SW, SE	1696
Idaho Statesman	0511	Publishing Ind.	SW, SE, N	295
INEEL	541690	Sci/Tech. Serv.	SE	4148
Intermountain Gas	0221	Utilities	SW, SE	199
J.R. Simplot	0111	Crop Production	SW, SE, N	3500

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Participant Directory (cont.)

Participating Organizations	NAICS	Industry	Geographic Area	Total Employment
Melaleuca	0999	Health & Pers. Care	SE	810
Micron Technology, Inc.	3344	Semiconductor Manufacturing	SW	10,653
Nestle/Powerbar	0311	Food Mfg.	SW	199
ProClarity	0541	Prof/Sci/Tech. Services	SW	102
R.C. Bigelow	0311	Food Mfg.	SW	86
Regence Blue Shield of Idaho	0524	Insurance	SW	589
St. Alphonsus Reg. Med. Center	0622	Hospitals	SW	2176
St. Luke's Reg. Med. Center	0622	Hospitals	SW	3668
State of Idaho, Division of Human Resources	0092	Public Admin.	SW, SE, N	19,154
United Heritage Mutual Life	524113	Insurance	SW	102
Washington Group	54133	Eng/Constr. Services	SW, SE	600
West Valley Medical Center	622110	Hospitals	SW	327

SYNOPSIS OF STATE EMPLOYEE SALARY INCREASES SINCE IMPLEMENTATION OF THE HAY SYSTEM

Prepared by the Division of Human Resources

Fiscal Year	DHR Recommendation	Executive Budget Recommendation	Legislative Action
FY04	Salaries average 11% behind labor market averages. General CEC increase of 1%. Additional 1% contingent on state revenue levels. Allow agencies to utilize variable pay. Focused recommendation for nurses and correction officers of 4% and 2% respectively. Fund part of the estimated \$15 million health insurance increase. Change Idaho Code to allow for multiple pay schedules. Organize a team to study the state compensation system.	No increase in funding for employee compensation. Governor recommended state employee compensation increase through salary savings. Fund the increase in employee benefits	No action taken. Governor's recommendation approved.
FY03	Salaries average 10 - 15% behind labor market averages. No general CEC Increase. Provide ½% allocation to all agencies to retain and recruit selected staff. Target agency/occupations for additional funds. Fund and expand the use of 1 time incentive pay. Fund benefit cost increase. Expand the salary ranges upward by 6%.	No increase in funding for employee compensation. Governor recommended state employee compensation increase through salary savings. Fund the increase in employee benefits	No action taken. Governor's recommendation approved.
FY02	Salaries average 12.5% behind labor market averages. Recommendation for a salary increase to address competitive pressures. Expand the salary schedule by 6.3%.	General CEC of 3.5% plus 1% for competitive agency occupations and 2% for faculty. Salary schedule expanded by 6.3%.	No action taken. Governor's recommendation approved.
FY01	Salaries average 10% behind labor market averages. Recommendation for a salary increase to address competitive pressures	Increase payline by 5%. Provide 3.5% for merit increases. Fund benefit cost increases. Support retirement program improvements.	Legislator adopted HRC 35. HRC 35 ratified the Governor's recommendation. HRC also included language encouraging agency directors to make special efforts for low wage employees who are performing satisfactory in their positions.
FY00	Adoption of recommendations from 1998 Hay Audit. Increase pay policy lines by average 14% to represent labor market averages.	Provide 3% for merit increases.	No action taken. Governor's recommendation approved.
FY99	Increase pay schedule by 5.7% average; fund at 7.7% to move employees closer to labor market averages.	Increase payline by 2% and provide 3% for merit increases. Funded at 5%.	Concurred with the Governor's recommendation. Included emphasis on "decompression" problem (SCR 122).
FY98	Increase pay policy lines by 2.9%. Provide an additional 2.3% to move employees closer to market rates.	2% merit increase. Roll-ups paid from Insurance Fund.	2% merit not provided; any increases to be funded by individual department salary savings (HCR 25).

Fiscal Year	DHR Recommendation	Executive Budget Recommendation	Legislative Action
FY97	Changes to pay policy lines representing an overall 4.64% increase.	Increase pay policy lines by 3% and fund at 3%.	No action taken Governor's recommendation approved.
FY96	Increase pay policy lines by 4% — structure adjustment. Provide additional 2% to move employees closer to market rates on the average.	Increase pay policy lines by 4%. Provide additional 1% funding.	No action taken Governor's recommendation approved.
FY95	Adoption of recommendations from Hay audit. Four new pay policy lines and new compensation schedule. Cost to move all employees step-for-step equals 8.5%.	Adoption of recommendations from Hay audit. 1.2% funding to move employees into new salary ranges. 3.8% to move employees closer to market rates. Phase 3 of retirement enhancement.	Adoption of pay policy lines and compensation schedule. 1.2% funding to move employees into new salary ranges. 4.18% to move employees closer to market rates. Approved phase 3 of retirement enhancement. Eliminated phase 4. Funded at \$21,400,000 from the General Account
FY94	3.2% across the board; plus a 7.8% payline adjustment.	2.5% across the board increase; plus phase 2 of the retirement enhancement.	2.0% across the board increase; plus phase 2 of the retirement enhancement; bonuses for non-classified employees were limited to \$1,000 per year.
FY93	2.5% payline awarded on a merit basis, funded at 3.0%; plus retirement enhancement.	2.5% payline awarded on merit basis; plus \$752K General Fund and \$1,166K total funds to move people toward step G.	2.5% unstructured payline funded at 1.5%; the pay table was increased 0.67% to give employees the money they need to fund phase 1 of a planned 4 year enhancement in retirement benefits; agencies were also given 0.54% to fund their share of the retirement enhancement.
FY92	7.0% payline but increases awarded on the basis of merit.	5.0% awarded on the basis of merit; plus \$805K General Fund and \$1,484K total funds to move long term employees toward the mid-point of the salary schedule (Step G).	4.0% awarded on the basis of merit; and provided the Governor's recommendation to provide funds to move long term employees toward the mid-point (Step G); schools received 1 - 2% more than the 4.0%.
FY91	7.5% payline (9% get 0%, 43% get 5%, and 48% get 10%).	2.5% for satisfactory performance, 2.5% for merits, 0.7% for state to pick up more of the health ins. premiums, 0.1% for employee asst. plan; 1.2% merit for instructors, and 3.6% for teachers.	4.5% payline. For 2nd year, removed step for step policy; funded a 5.3% average salary increase and 0.8% for the benefit package; 1.2% merit for instructors; 4.0% COLA and 4.9% merit for teachers.
FY90	9.7% payline (3% get 0%, 18% get 5%, 69% get 10%, and 9% get 15%).	4.5% payline (12% get 0%, 83% get 5%, and 4% get 10%); 1% merit for instructors, and 2.5% for teachers.	5.0% payline. Removed the step for step policy, so increases are based solely on employees' performance.
FY89	7.9% payline (8% get 0%, 13% get 5%, 29% get 10%, 47% get 15%, and 3% get 20%).	4% across the board increase; 2% merit for instructors, and 4% merit for teachers.	3% payline effective 7/10 (41% get 0%, and 59% get 5%); only 2/3 funded for most agencies; \$665K for selective merits, mostly Depts. of Correction, Health and Welfare, Vocational Education, and Agricultural Research.

Fiscal Year	DHR Recommendation	Executive Budget Recommendation	Legislative Action
FY88	12.5% payline (4% get 0%, 40% get 5%, 55% get 10%, and 1% get 15%).8% payline.	5% across the board increase; and 5% merit for teachers, instructors, and some elected officials.	4% payline effective 9/20 (28% get 0%, 69% get 5%, and 3% get 10%); up to 5% merit for teachers, instructors, and some elected officials.
FY87	8% payline.	Payline freeze and no merit money; 4% COLA for schools; implement dental insurance.	No resolution passed, so Governor's recommendation became law; schools received no funds for salary increases.
FY86	5.8% payline.	3% across the board; 2.5% merit for instructors and some elected officials, and 3.5% merit for teachers.	Payline freeze; 3.5% COLA for schools; merit money for colleges and universities (\$2.4M), Dept. of Education (\$121K), and Deaf and Blind School (\$21K); merits had to be temporary.
FY85	9% payline.	5% across the board increase; 2% merit; 1.8% to 15.4% merits for education and selected elected officials; flexible benefit package.	7% payline (45% get 5%, and 55% get 10%); 0.25% to 2% merit with some funding; 2.5% merit for public schools, and the School for the Deaf and Blind.
FY84	9.2% payline.	Payline freeze; 1.5% merit; change health insurance to co-pay.	Payline freeze; change health insurance to co-pay with deductible.
FY83	11.6% payline.	5% payline (all get 5%); 1.5% merit for non-education staff; 2.2% to 5.8% merit for instructors; 3.5% merit for teachers; begin Rule of 80/85.	5% payline fully funded except for Dept. of Health and Welfare (all got 5%); \$350,000 of the colleges and universities appropriation targeted for merit; merits limited to 90 days; implement Rule of 80/90.
FY82	9.5% across the board increase; one additional holiday.	6.5% across the board increase; one additional holiday; 1% merit pay.	7% across the board increase but underfunded up to 100% for some agencies.
FY81	9% payline; an additional holiday and shift differential.	8.5% payline; an additional holiday, shift differential, dental insurance, and other benefits.	8.5% payline but underfunded up to 25% (37% get 5%, 59% get 10%, and 4% get 15%); small benefit improvements.
FY80	8% payline; 3-5% for step increases.	5.5% payline; 3-5% for step increases.	7% payline but underfunded up to 50% (61% get 5%, 39% get 10%); no funding step increases.
FY79	2.5% payline; 3-5% for step increases.	2.5% payline; 5% COLA for exempt; 3-5% for step increases.	2.5% payline; 5% COLA for exempt; 3-5% for step increases.
FY78	Approximately 5% to implement Hay Plan at least cost approach; 3-5% for steps.	6% across the board increase; 3-5% for step increases.	Approximately 5% to implement Hay Plan at least cost approach; 3-5% for step increases.
FY77	Approximately 5% to implement Hay Plan at least cost approach; 3-5% for steps.	5.5% across the board increase; 3-5% for step increases.	No general salary increase; implemented longevity component of Hay Plan (2.5% for every 5 years); 3-5% for step increases.

